

everis & Cepsa

Talent Management in CEPSCA ...with SuccessFactors

Speech & demo

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everis

an **NTT DATA** Company



everis a great company

everis

an NTT DATA Company



Everis SAP: focus on innovation

everis

an NTT DATA Company

SAP Mobility CoE

- About 10 years of experience in company mobilisation
- Delivering end-to-end solutions to mobilise corporate business processes
- everisCloud Lab Emea shared



SAP HCM CoE

- Strong Center of Excellence for Human Capital Management area
- Deep focus on global projects oriented to business stakeholders



SAP Hana CoE

- First Movers in Emea on in Memory Business Suite on Hana
- Driving as leader in the customers for the ICT transformation
- Awarded by SAP



Our strategy

- By mixing technical knowledge and market awareness we target the business areas, helping the ICT to facing the digital transformation
- We use the Centers of Excellence as global asset to face the most important deals
- To guarantee an harmonized balance between stable revenues and innovation in all the markets





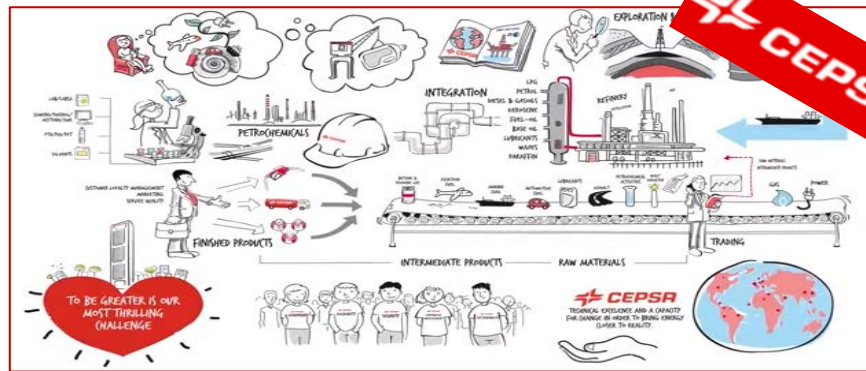
Cepsa is a great example of the change of mentality that are experimenting the HR departments that usually are assuming that the normal implementation time of take a system up & Running would be between 6-12 months with a lot of work of HR Team for the analysis, validation and test of the new application.

We're working with Cepsa in the SAP HCM implementation for more than 3 years implementing PA, OM, PD and PY modules for Spain / Portugal.

When they tell us the need to have a recruitment system we suggest them to try the implementation in SuccessFactors, this implementation goes up&running standalone in 3 months more or less.



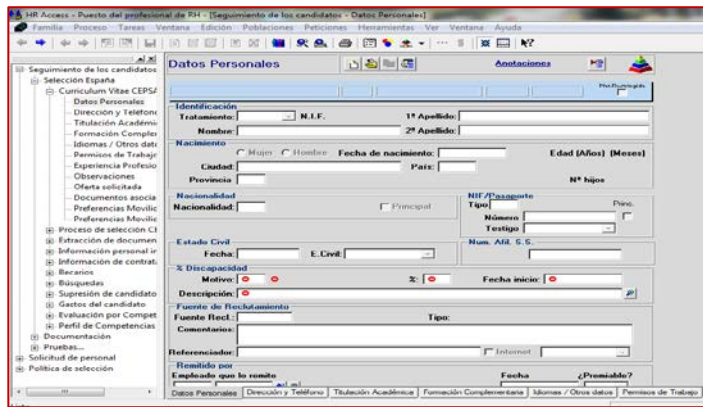
The headquarters
in MADRID



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SPONSORSHIPS



CEPSA'S Talent Acquisition and Mobility Department ATS in July 2014



3 months

CEPSA'S Talent Acquisition and Mobility Department ATS in October 2014



- ✓ National recruitment
- ✓ On premise system
- ✓ Accessible for the recruiters

- ✓ Global Recruitment Model
- ✓ Cloud solution
- ✓ Accessible for everyone

NEEDS

1. Fast recruiting implementation: Setting up a recruiting application in less than 3 months within a national scope.
2. Integration with providers: The idea of only one platform for everyone, accessible by standard browsers instead of client programs and with the same application management.
3. Global Solution (ATS): Implementing a Global Recruitment Model with a standard recruitment process. Operations all around the world should be driven through this application.



IMPLEMENTATION PROJECT



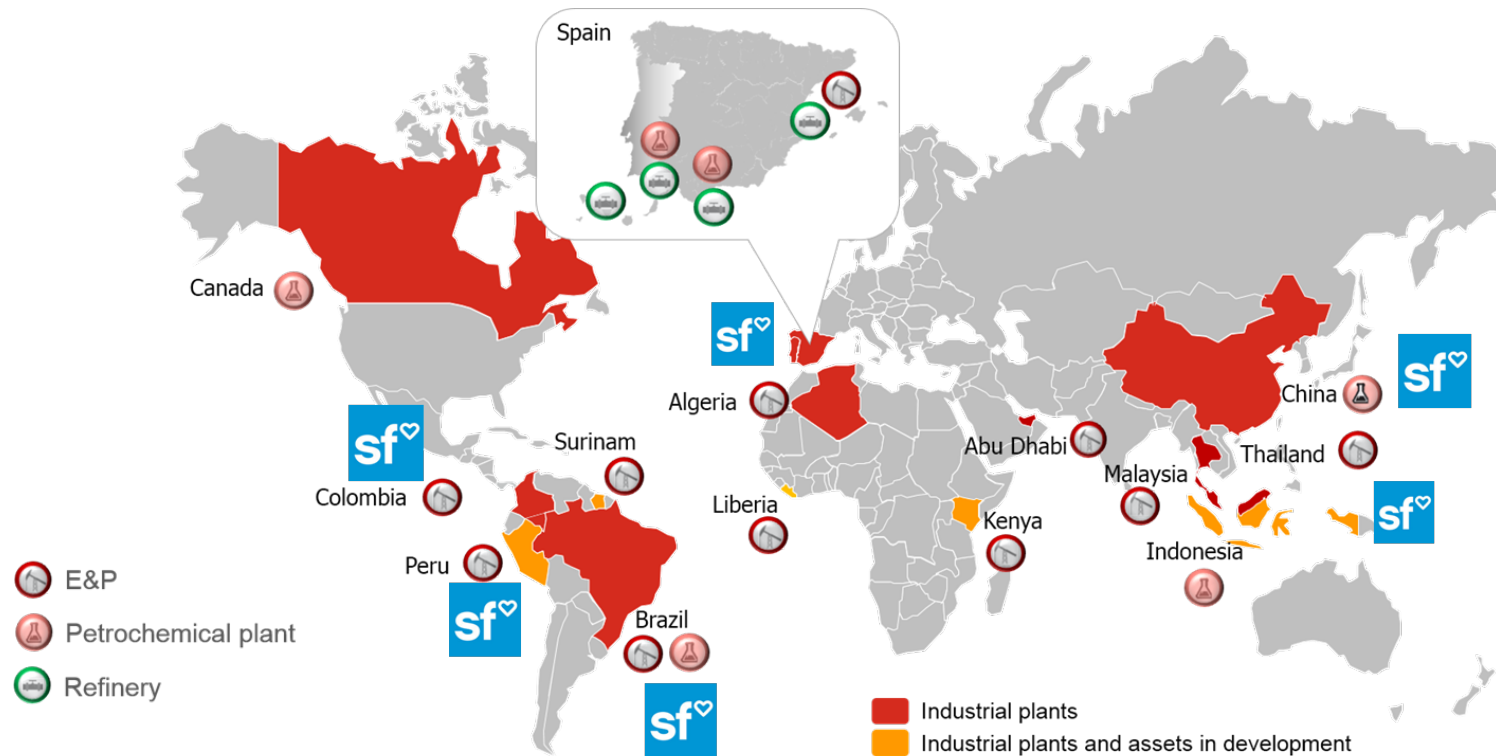
At the beginning of the project, we decided to split the release process: the Spanish implementation took place first, and the global implementation occur after the Spanish went live.

When the project went live, **everis** consultants and the rest of the team helped with any problem appearing, and also finishing the integration issues.

Key challenges faced:

- ✓ Implement a recruitment tool in 3 months.
- ✓ Integrating the tool with others on premise systems.
- ✓ Change management.


The global recruitment model +



BENEFITS

1. We have a standardize solution all over the world, with a defined and clear process that let us have a common and more complete reporting.
2. SF connects with external agencies, making them part of the process.
3. We publish our vacancies in several channels.
4. SF has reduced the percentage of manual procedures required.
5. SF allow us to be more transparent in our recruitment processes for the managers, HRBPs and candidates.
6. 100% of the vacancies can be traced and viewed from the central user and other country ones.
7. We are now able to go where our business take us. Incorporate new countries is really simple.
8. It is easier for our candidates to introduce their information, previously our tool was not that user-friendly.
9. It has helped us to standardize our internal CV so making it easier to perform mobility processes.
10. We are now able to use different metrics and we have the possibility to generate our own reports easily.

WELCOME TO CEPSA's SUCCESSFACTORS



An SAP Company

REFER A FRIEND SOLUTION GUIDE COMMUNITY WHAT'S NEW

Log in

Please log in to begin using SuccessFactors. Both your username and password are case-sensitive.

[Forgot Company ID?](#)

[Forgot Username?](#)

[Forgot Password?](#)

[Log in →](#)

[Log in →](#)

[Forgot Username?](#)

Future business planned

- ☐ SuccessFactors Recruiting tool has been the first of the modules we have implemented, and have helped as influence for other HR departments to think of SuccessFactors as the solutions to their needs.
- ☐ We are implementing SSFF Successions & Development and we are analyzing the possibility to substitute our in-house solution for Performance & Goals, as we have learned that cloud solutions improve our TCI, and might in the future contribute to our TCO and productivity.
- ☐ We would like to have a complete integrated model for Personnel Development that could help us to achieve an strategic workforce planning.

CEPSA said us:

“We are proud to tell you that our newer implementations (roll outs in other countries) took profit of our experience and the resources and activities generated in the first half of the project (Spanish go live) and we were able to reduce the implementation time from 3 months in Spain to 2 months for Colombia, China, Thailand and Peru. All together”.

Q&A session

